

identification means for identifying to a computer user a first uniform resource locator;

first computer means for determining whether said computer user has previously completed a screening solution;

second computer means for providing a second uniform resource locator to said computer user if said first computer means determines that said computer user has not previously completed a screening solution;

screening solution means for screening computer users, the screening solution means being implemented on a website identified by said second uniform resource locator and eliciting screening answers from said computer user;

stack ranked table means implemented by a computer for ranking said computer user in order against a plurality of other computer users, said stack ranked table means initially ranking said computer user and said other computer users in order from first to last as soon as said applicant inputs said screening answers;

selection solution means for selecting advancing computer users from said stack ranked table, said selection solution means eliciting selection answers from said computer user and said plurality of other computer users

responsive to selection questions, said selecting being accomplished by said selection means evaluating said selection answers and said stack ranked table means re-ranking said computer user and said plurality of other computer users;

interview solution means for providing a structured interview of said advancing computer users, said structured interview comprising interview questions provided via computer, said stack ranked table means receiving interview scores from said interview solution means, and said stack ranked table means re-ranking said advancing computer users upon receiving said interview scores;

performance evaluation recordation means for subsequently recording a performance evaluation of said computer user;

correlation means for correlating said performance evaluation with said screening answers and said selection answers;

system adjustment means for adjusting said computer system in response to said correlating.

3. (New) A computer system for human resources management comprising:

a first computer terminal 102 associated with a first computer user;

a second computer terminal 116 associated with a second computer user;

a third computer terminal 120 associated with a third computer user;

a database 110; and

a first server 106 configured to:

communicate via an Internet 104 with the first computer terminal 102 and collect first identifying information;

host a screening website 524;

display on the screening website 524 screening questions eliciting first screening information from the first computer user;

receive over the Internet 104 from the first computer terminal 102 the first screening information;

evaluate the first screening information and calculate therefrom a first screening score;

associate the first screening score with the

first identifying information;

store in a stack ranked table 530 of database 110 the first screening score in association with the first identifying information;

communicate via the Internet 104 with the second computer terminal 116 and collect second identifying information regarding the second computer user from the second computer terminal 116 via the Internet 104;

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compare the second identifying information to data stored in the database 110 and determine whether database 110 has previously stored screening data regarding the second computer user;

display on the screening website 524 screening questions eliciting second screening information from the second user;

receive over the Internet 104 from the second computer terminal 116 the second screening information;

evaluate the second screening information and calculate therefrom a second screening score;

associate the second screening score with the second identifying information;

store in the stack ranked table 530 of database 110 the second screening score in association with the second identifying information;

communicate via the Internet 104 with the third computer terminal 120 and collect third identifying information regarding the third computer user from the third computer terminal 120 via the Internet 104;

compare the third identifying information to data stored in the database 110 and determine whether database 110 has previously stored screening data regarding the third computer user;

display on the screening website 524 screening questions eliciting third screening information from the third computer user;

receive over the Internet 104 from the third computer terminal 120 the third screening information;

evaluate the third screening information and calculate therefrom a third screening score;

associate the third screening score with the third identifying information;

store in the stack ranked table 530 of database

110 the third screening score in association with the third identifying information;

rank in the stack ranked table 530 a relative ranking of the first computer user, the second computer user, and third computer user based at least in part on the first screening score, the second screening score, and the third screening score;

provide a selection display 538;

provide access to the selection display 538 by the first computer user and the second computer user but not by the third computer user, based on the relative ranking;

display on the selection display 538 selection questions eliciting first selection information from the first computer user;

receive from a fourth computer terminal 124 the first selection information;

evaluate the first selection information and calculate therefrom a first selection score;

associate the first selection score with the first identifying information;

store in the stack ranked table 530 the first

selection score in association with the first identifying information;

display on the selection display 538 selection questions eliciting second selection information from the second computer user;

receive from the fourth computer terminal 124 the second selection information;

evaluate the second selection information and calculate therefrom a second selection score;

associate the second selection score with the second identifying information;

store in the stack ranked table 530 the second selection score in association with the second identifying information;

re-rank in the stack ranked table 530 a relative re-ranking of the first computer user and the second computer user based at least in part on the first selection score and the second selection score;

select a successful employment candidate from among the first computer user and the second computer user based on the re-ranking; and

provide an indication of the identity of the successful employment candidate.

4. (New) The computer system of claim 3 characterized in that the first server 106 is further configured to:

transmit over the Internet 104 to the first computer terminal 102 first feedback 540 responsive to the first screening score;

transmit over the Internet 104 to the second computer terminal 116 second feedback 540 responsive to the second screening score; and *B*

a2 transmit over the Internet 104 to the third computer terminal 120 third feedback 540 responsive to the third screening score.

5. (New) The computer system of claim 3 characterized in that the first server 106 is further configured to direct the successful employment candidate to a success website indicating an employment offer.

6. (New) The computer system of claim 3 characterized in that the first computer terminal 102 comprises a wireless communication device connected to the Internet 104.

7. (New) The computer system of claim 3 characterized in that the fourth computer terminal 124 is located in a controlled facility remote from the first computer terminal 102.

8. (New) The computer system of claim 3 characterized in that the fourth computer terminal 124 comprises the first computer terminal 102 and the second computer terminal 116. B

A2 9. (New) The computer system of claim 3 characterized in that the first server 106 comprises a second server 112 in communication with the fourth computer terminal 124.

10. (New) The computer system of claim 3 characterized in that the selection display 538 comprises a website hosted by the first server 106.

11. (New) The computer system of claim 3 characterized in that the first screening information, the second screening information, and the third screening

information received over the Internet 104 by the first server 106 indicate relative aptitude in information technology.

12. (New) The computer system of claim 3 characterized in that the first computer terminal 102 is a telephone.

Q2 13. (New) A computer-implemented method for managing human resources in a computer system comprising a first computer terminal 102 associated with a first computer user, a second computer terminal 116 associated with a second computer user, a third computer terminal 120 associated with a third computer user, a database 110, and a first server 106, the method comprising:

communicating via an Internet 104 with the first computer terminal 102 and obtaining first identifying information;

hosting a screening website 524;

displaying on the screening website 524 screening questions eliciting first screening information from the first user;

receiving over the Internet 104 from the first

computer terminal 102 the first screening information;

evaluating the first screening information and
calculating therefrom a first screening score;

associating the first screening score with the first
identifying information;

storing in a stack ranked table 530 of database 110
the first screening score in association with the first
identifying information;

communicating via the Internet 104 with the second
computer terminal 116 and collecting second identifying
information regarding the second computer user from the
second computer terminal 116 via the Internet 104;

comparing the second identifying information to data
stored in the database 110 and determine whether database
110 has previously stored screening data regarding the
second computer user;

displaying on the screening website 524 screening
questions eliciting second screening information from the
second user;

receiving over the Internet 104 from the second
computer terminal 116 the second screening information;

evaluating the second screening information and
calculating therefrom a second screening score;

associating the second screening score with the second identifying information;

storing in the stack ranked table 530 of database 110 the second screening score in association with the second identifying information;

communicating via the Internet 104 with the third computer terminal 120 and collecting third identifying information regarding the third computer user from the third computer terminal 120 via the Internet 104;

02 comparing the third identifying information to data stored in the database 110 and determine whether database 110 has previously stored screening data regarding the third computer user;

displaying on the screening website 524 screening questions eliciting third screening information from the third user;

receiving over the Internet 104 from the third computer terminal 120 the third screening information;

evaluating the third screening information and calculate therefrom a third screening score;

associating the third screening score with the third identifying information;

storing in the stack ranked table 530 of database 110

the third screening score in association with the third identifying information;

ranking in the stack ranked table 530 a relative ranking of the first computer user, the second computer user, and third computer user based at least in part on the first screening score, the second screening score, and the third screening score;

providing a selection display 538;

providing access to the selection display 538 by the first computer user and the second computer user but not by the third computer user, based on the relative ranking;

Q2 displaying on the selection display 538 selection questions eliciting first selection information from the first user;

receiving from a fourth computer terminal 124 the first selection information;

evaluating the first selection information and calculating therefrom a first selection score;

associating the first selection score with the first identifying information;

storing in the stack ranked table 530 the first selection score in association with the first identifying information;

displaying on the selection display 538 selection questions eliciting second selection information from the second user;

receiving from the fourth computer terminal 124 the second selection information;

evaluating the second selection information and calculating therefrom a second selection score;

associating the second selection score with the second identifying information; B

storing in the stack ranked table 530 the second selection score in association with the second identifying information;

re-ranking in the stack ranked table 530 a relative re-ranking of the first computer user and the second computer user based at least in part on the first selection score and the second selection score;

selecting a successful employment candidate from among the first computer user and the second computer user based on the re-ranking; and

providing an indication of the identity of the successful employment candidate.